



GET YOUR
FUTURE
READY

**FUTURE
READY
IOWA**

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**Closing
Iowa's
SKILLS GAP**

Coronavirus Relief Registered Apprenticeship Incentive Fund

Goals for today

- Brief summary of recent unemployment data and Future Ready Iowa.
- Overview of 2 Coronavirus Relief Registered Apprenticeship program funding opportunities.
- What is a Registered Apprenticeship Program and the steps to create one.
- Resources and technical assistance available.
- Questions

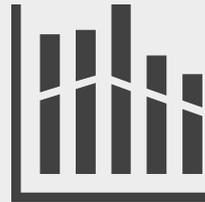
IOWA

Unemployment Rate December 2019

DECEMBER 2019
UNEMPLOYMENT RATE

2.7%

Dec '19 – 9th lowest in the
country (tied with Alabama)



1,716,100 IOWANS
IN THE
WORKFORCE IN
DEC '19
+64,900 DEC '18



UNEMPLOYED PERSONS
IN DEC '19

47,200

63,192 posted
job openings
3/4/20

IOWA

Unemployment Rate May 2020

May 2020

UNEMPLOYMENT RATE

10%



1,520,000
IOWANS IN THE
WORKFORCE
IN MAY 2020

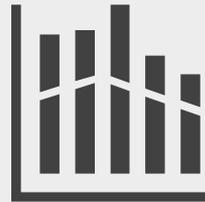


UNEMPLOYED PERSONS
IN MAY 2020

168,100
54,023 posted
job openings
6/28/20



IOWA
Unemployment Rate
July 2020



July 2020

UNEMPLOYMENT RATE

6.6%

1,625,200

**IOWANS IN THE
LABORFORCE
IN JULY 2020**

UNEMPLOYED PERSONS
IN JULY 2020

107,300

**59,479 posted
job openings
9/1/20**

IOWA

Unemployment Rate August 2020

August 2020

UNEMPLOYMENT RATE

6.0%



1,616,800
**IOWANS IN THE
LABORFORCE
IN AUGUST
2020**



UNEMPLOYED PERSONS
IN JULY 2020

96,500
**65,372 posted
job openings
9/28/20**



AUGUST 2020

PROFILE OF IOWA'S UNEMPLOYED PERSONS

(UNEMPLOYMENT BENEFIT RECIPIENTS)

Data for this report represent claimants who filed UI claim the week including the 12th of the month.

GENDER



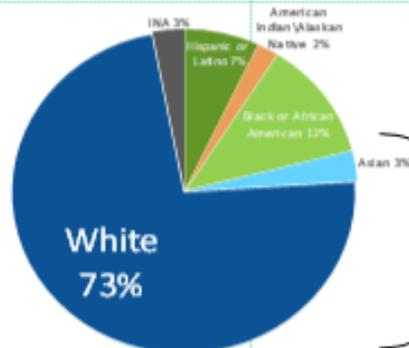
54% of claimants were **FEMALE**



43% of claimants were **MALE**

3% of gender responses, N/A

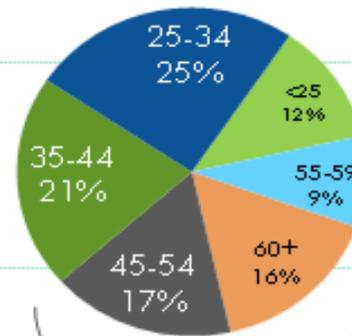
RACE/ETHNICITY



73% of all claimants were white

followed by 12% Black or African American.

AGE



63% of all claimants were between

the ages of 25 & 54.

INDUSTRY



INDUSTRY



ACCOMMODATIONS & FOOD SERVICES



20%

MANUFACTURING



17%

HEALTHCARE & SOCIAL ASSISTANCE



11%

RETAIL TRADE



11%

ADMIN. SUPPORT & WASTE MGMT.



7%

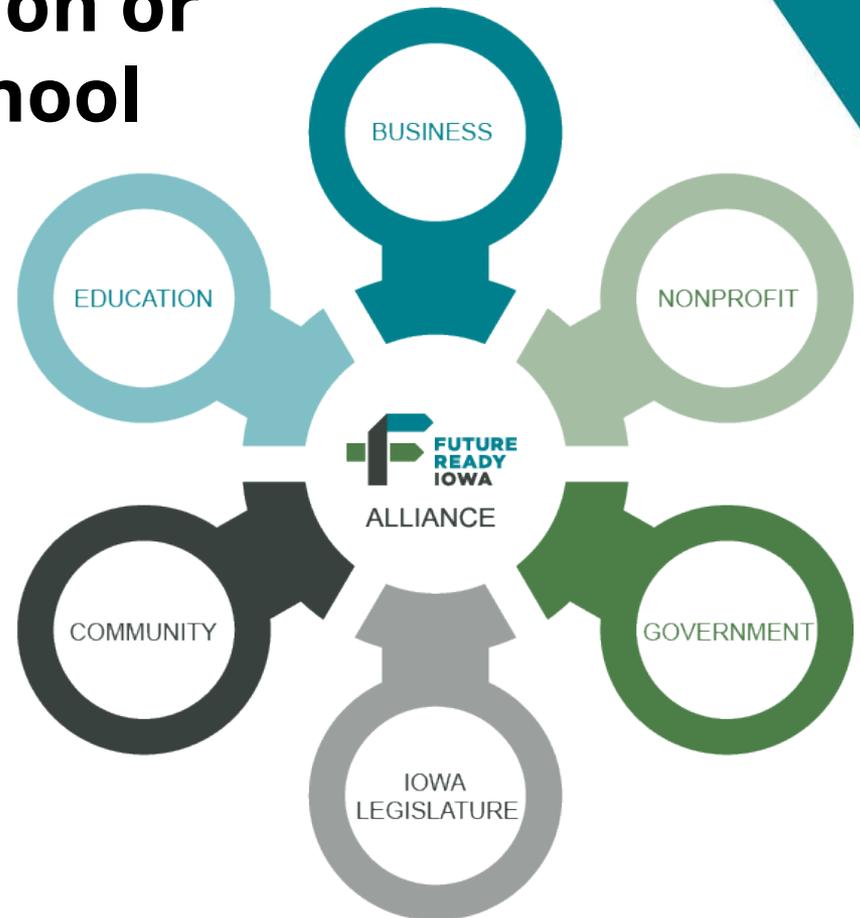
TOP 5

INDUSTRIES OF CLAIMANTS

Future Ready Iowa

70% of Iowa's workforce will **have completed education or training beyond high school**

Alliance Task: In 2017, create a strategic plan to reach ambitious goal of 70% of Iowa's workforce having education or training beyond high school by 2025

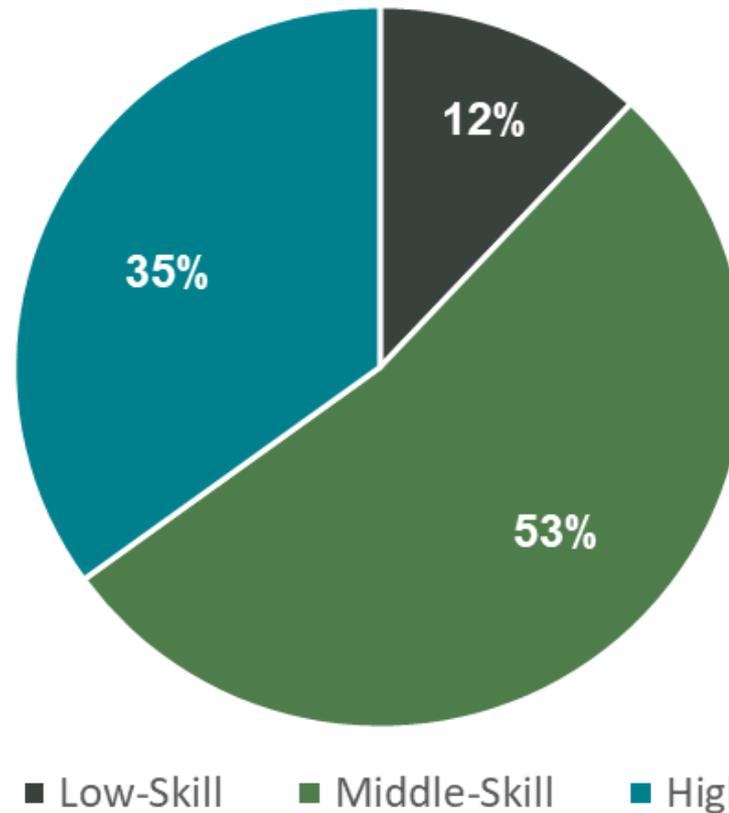


Why Future Ready Iowa?

It is projected that **68%** of the jobs in Iowa will require training beyond high school by **2025**.

PROJECTED SKILLS GAP

Iowa's Jobs by Skill Level, 2018



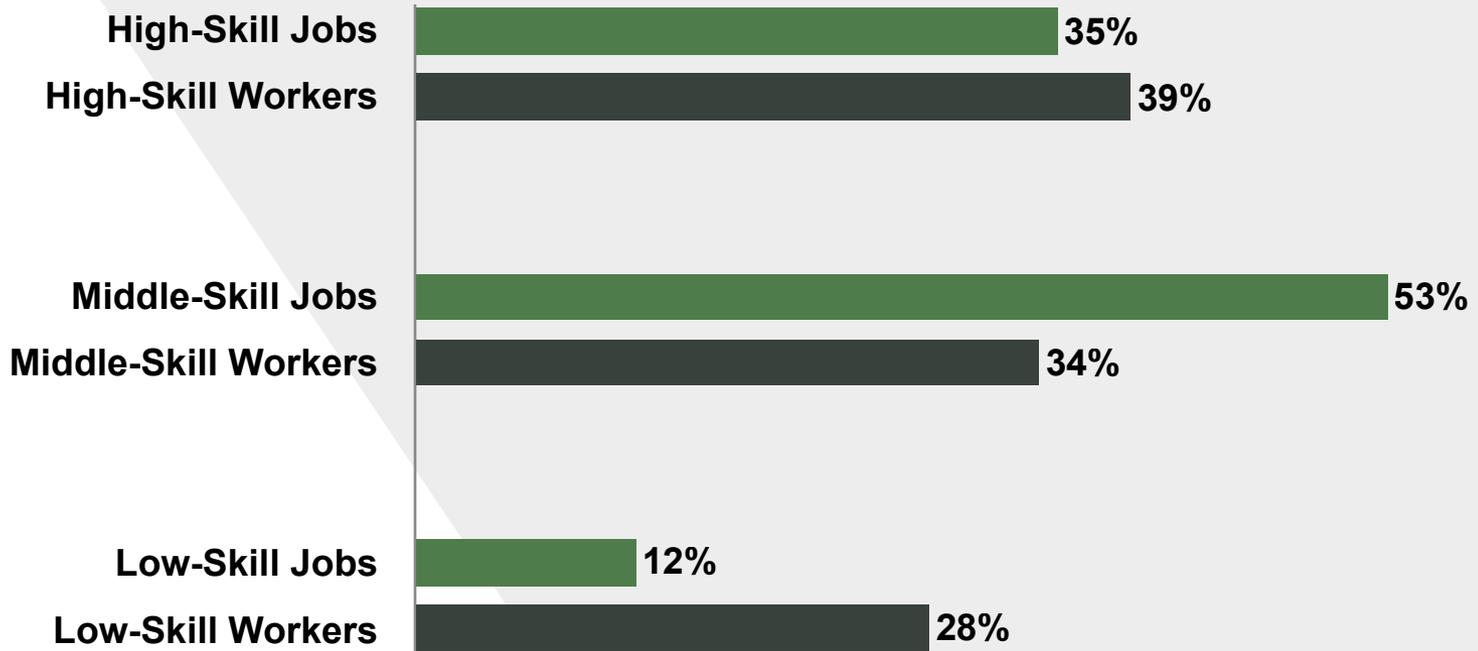
53%

ARE MIDDLE-SKILL JOBS



IOWA IS EXPERIENCING A MIDDLE-SKILL JOB GAP

Iowa's Jobs and Workers by Skill Level, 2018



Sources: 2018 Occupational Employment Statistics, Iowa Workforce Development and 2018 Current Population Survey, U.S. Census Bureau.



Percent of Employers who perceive they have difficulty filling positions due to:

Applicants lack the **QUALIFICATIONS** needed **56%**

GENERAL lack of applicants **48%**

Lack of applicants due to wages offered **28%**

Lack of applicants due to benefit package provided **21.7%**

Lack of applicants due to type of work required **30.7%**

EMPLOYER PERCEPTION OF APPLICANTS



70%

of Iowa's workforce will have post-secondary education,
training or a credential of value by

2025

To meet the goal, Iowa needs a net increase of

139,900

Residents need to earn postsecondary
degrees and other credentials

FUTURE READY IOWA
GOAL

Population ages 25 - 64:

3.9%

Trade Certificates

1.5%

Vocational Training

15.3%

Associate Degree

28.0%

Undergraduate Degree

11.5%

Post-Graduate Degree

EDUCATION LEVEL

60.2%



Total Iowans with completed
education or training beyond
High School

Compared to 57.6% in 2018
and 58.4% in 2017

Coronavirus Relief Registered Apprenticeship Incentive Fund

What is it?

This is a **short-term** funding opportunity to incentivize the creation of new Registered Apprenticeship Programs and the enhancement or expansion of current Registered Apprenticeship Programs.

Coronavirus Relief Registered Apprenticeship Incentive Fund

Purpose and funds

The **purpose** of the Coronavirus Relief Registered Apprenticeship Incentive Program is to increase Registered Apprenticeship Programs in Iowa.

The **fund will provide grants for** the purchase of equipment, tools, simulators, related training instruction materials, updated curriculum or other necessary items to expand or create new Registered Apprenticeship Programs that provide for on-line learning as well as hands-on when necessary and safe.

Coronavirus Relief Registered Apprenticeship Incentive Program

The **intent** is to increase the number of Registered Apprenticeship Programs among high schools, non-profits, small businesses, post-secondary institutions and healthcare employers, therefore, **expanding opportunities for lowans whose employment has been affected by or eliminated because of the coronavirus pandemic including low-skilled workers who are veterans, returning citizens, members of underrepresented communities, minorities, women, lowans with disabilities, or low-income lowans.**

Coronavirus Relief Registered Apprenticeship Incentive Program

Important Dates

The grant application is open now, applications must be submitted by Monday, **October 12th at 11:59 pm**. Awards made by **October 19, 2020**.

The funds must be spent by **December 31st, 2020** and programming finished by **February 28, 2021**.

Coronavirus Relief Registered Apprenticeship Incentive Program

How much money is available?

\$10 Million total – This money comes from Federal CARES ACT funding, thus the short timeline and the specific goals.

Two distinct grant opportunities (5 million for each grant)

- High schools, non-profits, small businesses (less than 50 employees)
- Post-secondary institutions, healthcare employers

Money up front – funds requested per MOU's and receipts and documentation turned into IWD to support how the funds were spent.

Coronavirus Relief Registered Apprenticeship Incentive Program

Opportunity 1 – High-schools, non-profits and small businesses

Who can apply?

- High schools
- Non-profits
- Small Businesses (less than 50 employees)

How much can you apply for?

Up to \$50,000

Coronavirus Relief Registered Apprenticeship Incentive Program

Opportunity 2 – Post-secondary institutions,
healthcare employers

Who can apply?

- Post-secondary institutions
- Healthcare employers

How much can you apply for?

Up to \$250,000

Coronavirus Relief Registered Apprenticeship Incentive Program

Definitions

Registered Apprenticeship Program: A Registered Apprenticeship Program is certified by the U.S. Department of Labor that is an employer-driven model, combining on-the-job learning with related classroom instruction and allows the Registered Apprentice to earn a paycheck from day one.

Small Business: Less than 50 employees

Post-secondary institution: Postsecondary institution means an institution under the control of the state board of regents, a community college established under Iowa Code chapter 260C, or an accredited private institution as defined in Iowa Code section 261.9, subsection 1.

Healthcare employer: Employer primarily (more than 50%) engaged in providing direct healthcare services to patients.

Coronavirus Relief Registered Apprenticeship Incentive Program

What do I do to apply?

Apply here:

www.iowaGrants.gov

Find application materials here:

<https://www.futurereadyiowa.gov/registered-apprenticeship-grants>

FutureReadyIowa.gov/registered-apprenticeship-grants



Home	Adult Learner ▾	High School Student ▾	Employer ▾	Teachers and Counselors ▾
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REGISTERED APPRENTICESHIP GRANTS

APPRENTICESHIP EXPANSION GRANT OPPORTUNITIES

Governor Reynolds announced two new Registered Apprenticeship grant opportunities totaling \$10 million funded by the Coronavirus Relief Fund. Iowa has been a leader in the creation and use of Registered Apprenticeships which provide training in an “earn and learn” model that helps employers create the workforce they need. Registered Apprenticeships are an employer-driven model, combining on-the-job learning with related classroom instruction, providing the Apprentice with a nationally recognized credential and employers with a skilled worker at the end of the program.

APPLY FOR THE GRANT ON WWW.IOWAGRANTS.GOV (MORE INFORMATION PROVIDED BELOW)

GRANT OPPORTUNITY AVAILABLE TO HIGH SCHOOLS, NONPROFITS, AND SMALL BUSINESSES WITH LESS THAN 50 EMPLOYEES:

The first grant opportunity is available to high schools, nonprofits, and small businesses with less than 50 employees. These grants total \$5 million, with a maximum grant of \$50,000 per applicant. The grant can be used to purchase equipment, tools, simulators, instructional materials, updated curriculum, or other necessary items to expand or create Registered Apprenticeship programs that provide for online learning as well as hands-on learning when necessary and safe. Apply on IowaGrants.gov

Below are the documents for the grant application:

[Notice of Funding Opportunity: Coronavirus Relief Registered Apprenticeship Incentive Program for High Schools, Non-Profits and Small Business](#)

APPENDICES

- **APPENDIX A – basic grant guidance**
- **APPENDIX B – frequently asked questions**
- **APPENDIX C – scoring rubric**
- **APPENDIX D – directions to register in lowagrants.gov**
- **APPENDIX E – budget spreadsheet (must be attached to application)**

Appendix A

APPENDIX A: Coronavirus Relief Registered Apprenticeship Incentive for high-schools, non-profits and small businesses (less than 50 employees) Guidance

Please review the following guidance when preparing your grant application in [IowaGrants.gov](https://www.iowagrants.gov). The application gathers general information, narratives, budget information, and attachments. Each section includes prompts that must be addressed.

General Information

Complete Cover Sheet - General Information. On this form, applicants will enter basic information about their organization including:

- Contact information of your organization's Authorized Representative
- Contact information of your organization's Fiscal Officer/Agent
- Identification of County(ies) participating, involved or affected by the proposal
- Identification of Congressional District(s), Iowa Senate District(s), and Iowa House District(s) involved or affected by the proposal.

Complete Project Information. On this form, applicants will enter basic information about their application including:

- Legal Organization Name
- Organization type (Government, Nonprofit, Institute of Higher Education, Business, etc.)
- Business Address

APPENDIX C: Corona Virus Relief Registered Apprenticeship Incentive Fund for High Schools, Non-profits and Small Businesses Application Rubric

Demographics - 10 points

Identifies target population for recruitment/participation	0-5 points
Plan sets a goal of recruiting participants from the target population (listed below)	6-10 points

Target participants are lowans whose jobs have been affected by or eliminated because of the coronavirus pandemic including low skilled workers who are veterans, returning citizens, members of underrepresented communities, minorities, women, lowans with disabilities, or low-income lowans.

Project Design - 25 points

Project design includes at least two of the below highlighted concepts	0-5 points
Plan includes at least three of the below highlighted concepts	6-10 points
RA to be created is related to a high demand job	*bonus of 5 points
Creation of a new Registered Apprenticeship	7 points
Enhancement or expansion of existing Registered Apprenticeship	3 points

- Plan describes participant recruitment efforts of the above referenced groups.
- Plan include reasonable timeline with key milestones.
- Plan includes key partners – if applicant is not the employer there must be an employer partner identified.
- Letter of commitment from partners.
- Registered Apprenticeships to be created are related to high-demand jobs from the state list, regional community college list or otherwise meets identified regional job needs based on appropriate supporting documentation.*
- Creation of a new Registered Apprenticeship
- Enhancing or expansion of current Registered Apprenticeship

Appendix C

Appendix D

APPENDIX D: IowaGrants.gov New User Registration Instructions

Are you new to IowaGrants.gov? Follow these basic instructions to create an account and begin your grant application.

1. Go to <http://www.IowaGrants.gov>



2. Click "New Users Register"

3. Enter your first and last name.

4. Choose an Account ID name. Please note this will be your user ID in the system.

Appendix E

APPENDIX E. Coronavirus Relief Fund Future Ready Iowa Employer Innovation Fund Budget Narrative

Legal Applicant Organization Name:				
Project Title:				
Proposed Start Date:				
Proposed End Date:				
<p>Complete the budget narrative form to provide additional information and justification for the proposed budget. Attach your final budget narrative to your application submission in IowaGrants.gov. requesting grant funds.</p>				
Cost Category	Description		Grant Total	Project Total
Participant Support Costs				
<i>Identify proposed participant support costs, including proposed supportive services such as tuition assistance, childcare assistance, uniforms or program supplies, etc. Describe the participant support cost and the number of participants estimated to benefit.</i>				
Support Cost #1				\$0.00
Support Cost #2				\$0.00
Support Cost #3				\$0.00
Support Cost #4				\$0.00
Total			\$0.00	\$0.00
Contractual				
<i>Identify costs that will be supported by a contract. Specify its purpose and estimated cost.</i>				
Cost #1 (e.g. Training Consultant/Provider)				\$0.00
Cost #2 (e.g. Marketing Campaign)				\$0.00
Cost #3				\$0.00
Total			\$0.00	\$0.00
Supplies				
<i>Identify categories of supplies. List quantity and unit cost per item. Supplies include all tangible property other than "equipment" (items less than \$5,000). Examples include office supplies, laptop, desk, promotional materials, etc.</i>				
Item #1 (e.g. Office Supplies)				\$0.00
Item #2 (e.g. Print Outreach Materials)				\$0.00
Total			\$0.00	\$0.00
Equipment				
<i>2 CFR 200 defines equipment as an item with an estimated acquisition cost of \$5,000 or more per unit (or your agency's capitalization level if it is less than \$5,000). List quantity and unit cost per item.</i>				
Item #1 (e.g. Complex Software)				\$0.00
Item #2 (e.g. Specialized Machine)				\$0.00
Total			\$0.00	\$0.00
Other				
<i>List each item in sufficient detail for us to determine whether the costs are reasonable or allowable. Examples of items may include allocated direct occupancy costs (rent & utilities), participant support costs such as tuition reimbursement, event costs, etc. Include a basic description outlining the budgeted calculation. For example, "Occupancy costs include rent and utilities allocated based on total square footage and a ratio of FTE. \$250 x 12 months.</i>				
Cost #1 (e.g. Occupancy)				\$0.00
				\$0.00
				\$0.00
Total			\$0.00	\$0.00
Total			\$0.00	\$0.00



Funding Opportunity

-370696-2020 Coronavirus Relief Fund Future Ready Iowa Employer Innovation Fund

Future Ready Iowa

Application Deadline: 09/16/2020 11:59 PM

Award Amount Range: \$1,000.00 - \$100,000.00

Project Start Date: 09/23/2020

Project End Date: 02/28/2021

Award Announcement Date: 09/23/2020

Eligible Applicant: Employers, employer consortiums, community organizations or other entities

Program Officer: Kathy Leggett
Phone: 515-204-1378 x
Email: kathy.leggett@iwd.iowa.gov
Categorical Area: Unspecified

Description

Notice of Funding Opportunity

State Agency Name: Iowa Workforce Development

Funding Opportunity Title: Future Ready Iowa Employer Innovation Fund

 **Application**

Application: 370717 - klsdjflakj

Program Area: Future Ready Iowa

Funding Opportunities: 370696 - 2020 Coronavirus Relief Fund Future Ready Iowa Employer Innovation Fund

Application Deadline: 09/16/2020 11:59 PM

Requested Total: \$0.00

Instructions

Clicking "Mark as Complete" does not submit the application component or prevent further editing. To submit the application click the Submit button. Note: All application components must be marked as complete in order to submit.

Application Forms

[Preview](#) | [Submit](#)

Form Name	Complete?	Last Edited
General Information	✓	08/23/2020
Cover Sheet-General Information		
General Project Information		09/02/2020
Executive Summary		09/02/2020
Narratives		09/02/2020
Budget Narrative		
Application Attachments		
Minority Impact Statement		



Employer Involvement is Integral

The Employer is the foundation for the Registered Apprenticeship program and must be directly involved and **provide paid On-the-Job Learning**



Structured, Paid On-the-Job Learning

Minimum of 2,000 hours; **Structured and Supervised**



Job-Related Educational Instruction

144 hours recommended per year
Parallel | Front-loaded | Segmented Options



Rewards for Skill Gains

Increases in skills brings about increases in earnings



National Occupational Credential

Nationally-recognized credential showing job proficiency. The Industry certifies individual is at the full performance level for the occupation.

Core Components of a Registered Apprenticeship Program



Step 1: Have you contacted an IowaWORKS Business Marketing Specialist (BMS) through <https://www.earnandlearniowa.gov/covidragrants> to schedule an introductory meeting?

Step 2: Have you met with an IowaWORKS BMS to talk about your company's or high school's goals to start a RA program?

Step 3: Have you developed the OJT and classroom components of the RA program with the BMS? Do you have a committed employer ready to sign onto your program?

Step 4: Has your program been referred to the U.S. Department of Labor/Office of Apprenticeship for draft Standards of Apprenticeship?

Steps for Registration

*****Steps 1 - 4 must be completed on or before December 31, 2020.*****



Steps for Registration

Step 5: Have you signed your Standards of Apprenticeship and officially registered?

Step 6: You must enroll 1 new Registered Apprentice in your program by February 28th, 2021. Does your company need assistance in recruiting candidates for your RA program?

***** Steps 5 through 6 must be completed on or before February 28, 2021.*****

Coronavirus Relief Registered Apprenticeship Incentive Program

Key Points

- Need to register for IowaGrants.gov
- Register soon so your account is set up
- Request a contact – as soon as possible
- <https://www.earnandlearniowa.gov/covidragrants>
- On-line application must be submitted via IowaGrants.gov
- Utilize the [notice of funding](#), [grant guidance](#) and [scoring rubric](#).

Coronavirus Relief Registered Apprenticeship Incentive Program

Key Points

- **You will need to be able to meet certain key timelines in the Registered Apprenticeship program process.**
- **High schools, non-profits, post-secondary institutions must have a committed employer partner.**
- **Two attachments must be part of the application; letters of commitment and Appendix E – budget spreadsheet**

Coronavirus Relief Registered Apprenticeship Incentive Fund

Questions?

Coronavirus Relief Registered Apprenticeship Incentive Fund

<https://www.earnandlearniowa.gov/covidquestion>

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Amy.Beller@iwd.iowa.gov

ION HALL



UNLEASHING OPPORTUNITIES TO GET
IOWA FUTURE READY.